



LEROY D. BACA, SHERIFF

County of Los Angeles
Sheriff's Department Headquarters
4700 Ramona Boulevard
Monterey Park, California 91754-2169



December 2, 2003

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

Dear Supervisors:

**APPROVAL OF AGREEMENT BY AND BETWEEN COUNTY OF LOS ANGELES
AND AON CONSULTING, INC. FOR THE DEVELOPMENT AND IMPLEMENTATION
OF THE SERGEANT SELECTION PROCESS
(ALL DISTRICTS) (3 VOTES)**

IT IS RECOMMENDED THAT YOUR BOARD:

- 1 Approve and instruct the Chair to execute the attached sole source Agreement with Aon Consulting, Inc. (Aon), effective on Board approval, to design, develop and implement a legally defensible Sergeant Selection Process for the Los Angeles County Sheriff's Department pursuant to the Bouman v. Baca court orders from date of execution until completed for a total contract sum not to exceed \$498,062.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Approval of this sole source Agreement will allow the Los Angeles County Sheriff's Department (LASD) to comply with the controlling *Bouman* Federal Court order to design, develop and implement a legally defensible selection process for the promotion of sergeants within the Department.

IMPLEMENTATION OF STRATEGIC PLAN GOALS

The services to be provided under the Agreement support the County's Strategic Plan Goal No. 3, Organizational Effectiveness. Specifically, this Agreement will enable LASD to provide/implement a legally defensible sergeant selection process.

A Tradition of Service

FISCAL IMPACT/FINANCING

The Sheriff's Department has identified funding in the Department's operating FY 2003-04 Budget. The County's cost for services will not exceed \$498,062 over the term of the proposed Agreement.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

The Bouman court order requires the Los Angeles County Sheriff's Department to develop and implement a legally defensible Sergeant selection process.

The Agreement includes Board, Chief Administrative Office, and County Counsel requirements, including Jury Service, and the Safely Surrendered Baby law.

County Counsel has reviewed and approved this agreement as to form.

CONTRACTING PROCESS

Aon was selected as a sole source contractor, as noted in the Advance Notice, sent to your Board, dated September 4, 2003, (Attachment 1).

IMPACT ON CURRENT SERVICES

The Sheriff's Department is governed by the Bouman court orders and is mandated to develop and implement a legally defensible Sergeant selection process for the next Sergeant's selection process.

CONCLUSION

Upon approval by your Board, please return an adopted copy of this action and two original executed copies of this contract to the Sheriff's Department, Contracts Administration Unit, for further processing.

Respectively submitted,

A handwritten signature in dark ink, appearing to read "Leroy D. Baca". The signature is fluid and cursive, with the first name "Leroy" and last name "Baca" clearly distinguishable.

LEROY D. BACA
SHERIFF



CONTRACT

BY AND BETWEEN

COUNTY OF LOS ANGELES

AND

AON CONSULTING, INC.

FOR

THE DESIGN, DEVELOPMENT AND IMPLEMENTATION OF A

SERGEANT SELECTION PROCESS

**CONTRACT FOR
THE DESIGN, DEVELOPMENT AND IMPLEMENTATION
OF A SERGEANT SELECTION PROCESS**

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EXHIBIT B:	PROJECT TIMELINE
EXHIBIT C:	ESTIMATED HOURS, PROJECT FEES, AND EXPENSES
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EXHIBIT E-1:	CONTRACTOR EMPLOYEE ACKNOWLEDGMENT AND CONFIDENTIALITY AGREEMENT
EXHIBIT E-2:	CONTRACTOR NON-EMPLOYEE ACKNOWLEDGMENT AND CONFIDENTIALITY AGREEMENT

TO VIEW A COPY OF
ANY ATTACHMENTS RELATED
TO THIS DOCUMENT
PLEASE CONTACT:
SHERIFF'S HEADQUARTERS BUREAU
(323) 526-5554